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The China Mail.

ESTABLISHED 1845

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AND YOUR OWN
By Mrs. A. A.
HUNTER, M.A.
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Office, 10, Market Street,
Part 1. Revised. Price 10/-

No. 15,779.

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HONGKONG, WEDNESDAY, NOVEMBER 26, 1913.

星島晚報

PRICE, \$3.00 Per Month

VITAFER.

The Greatest of the Tonic Foods.

VITAFER is the essence of finest British milk, sterilized—concentrated and granulated—combined with the Glycero-phosphates of Sodium, Calcium, and Magnesium.

Vitafér is rich in body-building and nerve-restoring elements, the milk constituents form flesh and muscle, whilst the Glycero-phosphates revitalize the nerves and brain. This latter effect is due to Organic Phosphorus being present in the food in the particular form in which it occurs in the human body.

Vitafér is a genuine restorative, and not a mere transitory stimulant.

Sole Agents—

A. S. WATSON & Co., Ltd.

UMEMOTO.

PROFESSIONAL TATTOOER.

Orders attended to at the residence of Customers, if desired.

Finest work done by hand only.

No. 12, Queen's Road East,

Hongkong, Oct. 3, 1913.

THE JEALOUS JAPANESE.

Commentary on the Commercial Code of Japan. By J. E. DE BECKER. Vol. I. (Butterworth and Co.)

However much the Japanese may have learnt and copied from occidental civilisation, there is one important item which they have certainly not learnt, nor seem disposed to copy, and that is to place the stranger within their gates upon a commercial and financial equality with the native. This enterprising foreigner in Japan suffers under an interminable catalogue of vexatious restrictions and prohibitions. He cannot own land as an individual, and although there is a law ostensibly granting that privilege, its provisions are unsatisfactory and delusive. Foreigners cannot own ships flying the Japanese national flag; they cannot become partners with unlimited liability nor directors of joint stock companies owning Japanese ships; they cannot be shareholders in national banks; they cannot, as individuals, engage in mining, nor become members, shareholders, or brokers of the various exchanges and chambers of commerce. Foreigners appearing as plaintiffs must furnish security for costs; they cannot hold any public offices nor become members of the Japanese Bar, and so on. M. de Becker, who is A. G. of the Swiss Legation in Tokyo, has brought together in this work—which will probably extend to three volumes—a terrifying mass of complicated detail affecting the foreigner who aspires to do business in or with Japan. Whilst his work is quite a monument of learning and industrious research, we frankly do not envy anyone who may unfortunately be compelled to seek enlightenment from its pages. However, works of this kind are necessary and extremely useful, and those who devote their time and labour to writing them deserve the gratitude of their fellow-men.—London "Standard."

The following is in a financial contemporary:—"Although coconut plantations are very much in the air just now, as yet no one appears to be particularly enthusiastic regarding plantation prospects of the useful product of Nature so prominent on village greens on Bank Holidays. The fact is that little appears to be known about the need by Europeans, their having been the perquisite of the natives from time immemorial, and, indeed, their staple support, the husks of the nuts making ropes and the leaves thatch; the milk providing drink and the kernels food. The great point for the investor is, 'Never mind about all milky,' what we want is the oil in copra. And nobody appears to be sure at what period of its life a coconut tree yields fruit containing the largest quantity of oil, opinions ranging from seven to twenty years. It seems to be a hard nut to crack, and meanwhile the public is coconut shy."

CHAMBERLAIN'S COUGH REMEDY.

WHEN you have a bad cold you will find relief, but expect a prompt and permanent cure, if you use Chamberlain's Cough Remedy. It is a simple, safe, and effective remedy for all coughs, colds, and bronchitis. It is a family remedy, and is always on hand when needed. It is a remedy that is always on hand when needed. It is a remedy that is always on hand when needed.

BUSINESS NOTICES.

\$250 XMAS COMPETITION.

Nestlé & Anglo-Swiss Condensed Milk Co. are offering a prize of the value of \$250, for the best advertisement of their famous Products.

MILK, CREAM & CHOCOLATES.

Details are too long to insert here, but on every Wednesday an inset will be included with this paper, giving full particulars.

Full instructions may also be obtained from any of the following Firms:—

China Mail.
Hongkong Telegraph.
Lane, Crawford & Co.
Moutrie & Co., Ltd.
Gaupp & Co.
Wang Hing.

South China Morning Post.
Hongkong Daily Press.
Weismann, Ltd.
Kelly & Walsh, Ltd.
A. S. Watson & Co., Ltd.
Wm. Powell, Ltd.
Kruso & Co.

The Competition closes 20th December, 1913.

YOU CAN WIN THIS PRIZE!

HOTELS.

STATION HOTEL.

NATHAN ROAD, KOWLOON.

ELECTRIC LIGHT AND FANS.
BATH-ROOM TO EACH ROOM.
Cold and Hot Water throughout.

PRIVATE AND PUBLIC BATHS.

BILLIARD ROOM.

Private Dining Room.

EXCELLENT CUISINE.

For Particulars apply to

THE MANAGER.

Tel. No. K129. Tel. Address "STATION."

Hongkong, Feb. 3, 1913.

KING EDWARD HOTEL.

Central Location.

A. H. Electric Traction Pass Entrance.

Electric Lifts, Fans and Lighting.

European Bath and Sanitary Fittings.

Hot and Cold Water System throughout.

Best of Food and Service.

Telephone 373.

TELEGRAPHIC ADDRESS: "KING EDWARD."

HONGKONG.

UNRIVALLED position in the Hill district, overlooking the Botanical Gardens and facing the Harbour.

Numerous quiet Suites with luxuriously fitted Bathrooms, Telephones and Electric Fans.

Telephones No. 1125.

Cable Address: "Eschapor."

A.B.C. Code 5th Ed.

Hongkong, September 1, 1905.

WYNDHAM HOTEL.

29 WYNDHAM (FLOWER) STREET.

LOCATION good for Hillside Society and ONLY TWO MINUTES' WALK FROM BUSINESS CENTRE.

Families, Residents and Tourists made thoroughly comfortable.

Terms Moderate.

Box at Yang-mah-Lam.

Under the Famous Management of the Proprietors.

M. S. HOY.

GRAND HOTEL.

PRIVATE HOTEL.

STANDING in the most prominent position in the Hill district, overlooking the Harbour and facing the Botanical Gardens.

Large and comfortable Suites with luxuriously fitted Bathrooms, Telephones and Electric Fans.

Telephones No. 1125.

Cable Address: "Eschapor."

A.B.C. Code 5th Ed.

Hongkong, September 1, 1905.

THE GRAND CARLTON HOTEL.

First Class in every respect.

Sanitary Board Office.

Hongkong.

OWNERS OF DOMESTIC BUILDINGS.

TAKE NOTICE that under No. 6 of DOMESTIC BUILDINGS (as amended) every domestic building or part of such building within the EASTERN Division of the City of Victoria, occupied by Members of more than one family, except those within the European Reservation or in Kowloon South of Austin Road or those parts of a domestic building used as a Shop, Office or Godown, must be CLEANSED and LIMEWASHED THROUGHOUT by the owner during the months of October and November.

N.B.—The word "throughout" used in this notice means that the houses should be lime-washed in respect of all the Walls of each Room, all Cupboards, Partitions, Stair Casings and Stair Linings, all Ceilings and the Undersides of Roofs in Main Buildings, Offices and Servants' Quarters and inclusive of Verandahs.

The Backyard must have its Containing Walls lime-washed up to the level of First Floor.

Carved, Painted or Polished Woodwork in good condition, however, need not be lime-washed, but must be cleaned.

The EASTERN Division of the City is bounded on the West by Gilman Street and Peel Street. Kowloon is divided into the Eastern and Western divisions by Nathan Road and a straight line drawn from the North thereof through the Yau-mai service reservoir to the Northern boundary of Kowloon.

W. BOWEN-BOWLANDS, Secretary.

Hongkong, Nov. 24, 1913.

WHO'S WHO IN JAPAN.

EDITED AND PUBLISHED BY S. KUNITA.

The first (1913) edition already issued.

Biographies of over 6,000 people who are well-known in society and of several hundred foreigners associated with Japan appear in the book. Quite new materials and accurate sketches, both being utterly free from prejudice.

Many portraits are inserted. The book contains over 1,400 (75/-) or \$3 per copy. Orders for the book should be accompanied by payment.

Subscribers for the second annual edition of "Who's Who in Japan" will be allowed a reduction of one yen.

The registered postage is 15 sen to Korea and China 40 sen and to Europe & America 70 sen or 35 cents.

It is a Good Advertisement Medium.

Many influential papers of the world noticed this work in the highest terms.

For example, The Daily Mail says:—"Yet another 'Who's Who' and this time from Japan! The reader is apt at first to regard it as a curiosity, as a sign that the East has now become Western practically almost to the last detail. But 'Who's Who in Japan' is far more than a curiosity; it is a very sound and useful reference book. It is printed in English and contains brief biographies, or the accepted model of prominent men in Japan. Mr. Kunita is a skilful editor and has done his work well."

Who's Who in Japan is for sale at 75/-

No. 5, Le-moh, Upper Market, Kojima-cho, Tokyo.

BUSINESS NOTICES.

BALL SEASON.

FAIRALL & CO.

Are showing everything suitable for Evening Wear.

A Splendid assortment of, Lace, Ninon and Beaded Tunics in all shades. Gloves, Shoes, Ribbons, Laces, etc. Ornaments for the Hair in great variety.

Hongkong, Nov. 25, 1913.

1900.

We have received instructions to sell immediately at

PRICES BELOW FACTORY COST

200 GENTLEMEN'S READY TO WEAR

TWEED SUITS

REASONABLE WEIGHTS, ENGLISH GOODS.

FIRST CLASS CUT AND FINISH

PRICE FROM \$9.50 TO \$18.00

CALL AND INSPECT THEM.

H. STEPHENS & Co.

14-22, QUEEN'S ROAD CENTRAL.

MEE CHEUNG

ART PHOTOGRAPHER.

CHILDREN'S PHOTOS

A

Speciality.

NOTE ADDRESS: ICE HOUSE, HONGKONG.

OUR BREAD

PERFECTION.

CAKES & PASTRY

PAR EXCELLENCE

TIFFINS, DINNERS & REFRESHMENTS THE BEST.

ALEXANDRA CAFE CO.

Hongkong, April 7, 1912.

THE HONGKONG HOTEL.

THOROUGHLY UP TO DATE WITH EVERY MODERN LUXURY

A LA CARTE GRILL ROOM

J. H. TAGGART, Manager.

PEARL HOTEL.

ADAMANTLY SITUATED AT VICTORIA GAP

Adjoining the Tramway Terminus, 1,400 feet above Sea Level.

A FIRST-CLASS FAMILY, RESIDENTIAL AND TOURIST HOTEL.

Telephones on all floors. First-class Cuisine, Lounge, Smoking and Ladies' Rooms.

Roof Garden.

Terms:—From 45 pence per day.

Telephone Add: "Pearl."

PROPRIETOR, Manager.

PEARL PRIVATE HOTEL.

AT MOUNTAIN VIEW.

Best position in Colony. 1,600 feet above sea level. Cable Tram 3 minutes.

Close to Peak Club. Magnificent View. Telephone 1423.

Mrs. Ogilvie, Proprietress.

Hongkong, August 18, 1912.

GRAND HOTEL.

NOTED FOR THE BEST FOOD, REFRESHMENTS, ACCOMMODATION AND CLEANLINESS.

OUR OWN EUROPEAN SUPERVISOR.

REMARKABLY LOW PRICES.

7, HONGKONG STREET.

THE GRAND CARLTON HOTEL.

An Ideal Family Hotel.

FIRST CLASS IN EVERY RESPECT.

Notes for its high class cuisine and its modern comforts.

Telephone 1423.

BUSINESS NOTICES.

GREEN ISLAND CEMENT CO., LD.

Portland Cement

In Casks of 75 lb. net.

In Bags of 50 lb. net.

Shewan, Tomes & Co.

GENERAL MANAGERS.

WARD OFF THE COUGH

Cruickshank's Cough Balsam.

Soothes the inflamed lungs and bronchial tubes, cures the cough and gives strength against future attacks.

\$1.00 per bottle.

Prepared only by

VICTORIA DISPENSARY.

Queen's Road Central.

WEISMANN'S

FOR BREAD

WEISMANN'S

FOR CAKES

WEISMANN'S

FOR CHOCOLATES

Hongkong, Nov. 15, 1913.

SHOPPING MADE EASY.

THE STORE FOR EVERYONE

THE QUEEN'S ROAD CENTRAL CO.

AND GENERAL MERCHANTS.

UNIVERSAL PROVIDERS.

ONE OF OUR SPECIALITIES:

HIGH CLASS TAILORS & EXPERIENCED CUTTERS.

PERFECT FIT GUARANTEED.

THE ONE PRICE STORE.

High Standard of Quality.

Cheapest Store in the East.

Queen's Road Central: The Old Supreme Court. Telephone 1423.

Hongkong, June 15, 1913.



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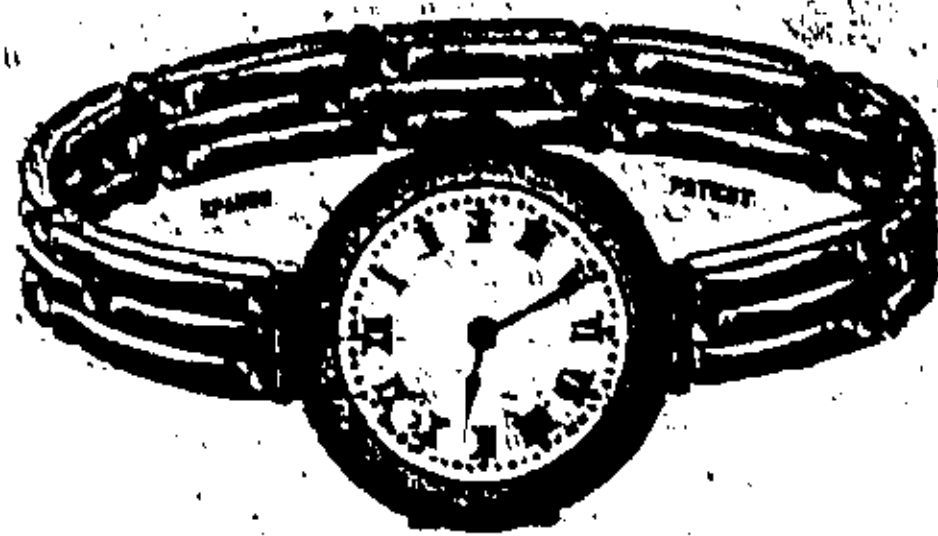
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ARMADILLO

ROVER DAY

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G. FALCONER & CO., LTD.,
LADY'S GOLD WATCH BRACELETS IN LARGE VARIETY.



ENGLISH SILVERWARE.

ROYAL MANSIONS: OPPOSITE GENERAL POST OFFICE.

WING KEE & CO.,

Nos. 17, 18 and 19, CONNAUGHT ROAD CENTRAL
SHOP CHANDLERS, SAILMAKERS, PROVISION MERCHANTS, COAL
MERCHANTS, &c., &c., OF FIFTY YEARS STANDING
SHIP CAPTAINS ARE REQUESTED TO GIVE US A TRIAL.
FRANCISCO TSE YAT, General Manager.
Tel. 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000.

THE KWONG HIP LUNG CO., LTD.

(NOW RECONSTRUCTED).

FOUNDERS AND SHIPBUILDERS, BOILER-MAKERS, BRASS AND IRON
FOUNDERS. All work done in this establishment is guaranteed. We have
over thirty years' experience. We own two shipyards and can accommodate any craft
of 200 tons or more.

Town (Nos. 17, 18 and 19, CONNAUGHT ROAD CENTRAL, Hong Kong) Telephone No. 462.
Shedyard, Shum-Sai-Po, Kowloon, Hong Kong.
Kowloon branch on application
WONG PING WA. Manager.
Telephone No. 462.

DINNEFORD'S
The Physician's
Cure for Gout,
Rheumatic Gout
and Gravel.
Safest and most
Effective Remedy
for Regular Use.

MAGNESIA
The Universal Remedy for Acidity of the Stomach, Headache,
Heartburn, Indigestion, Sour Eructations, Bileous Affections,
&c.

THE CHINA MAIL, LTD

UNDERSTANDING

ALL SORTS OF ARTISTIC JOB-PRINTING

such as:

INVITATION CARDS, MENUS, DANCE AND ENTERTAINMENT
PROGRAMMES, CIRCULARS, PAMPHLETS, BOOKS, PROSP-
ECTUSES, WINE LISTS, ETC., ETC., ETC.

Quotations from

THE CHINA MAIL OFFICE,

5, Wyndham Street.

European Supervision

Moderate Price.

'A' Natural Remedy

Time was when disease was thought to be due
to the direct influence of evil spirits, and exorcism
and magic were invoked to cast it out.
Science has taught us wisdom. The evil
spirits exist still. We call them "Disease
Germs," and they also must be cast out. Once
lodged in the stomach or intestines, fever with
its hallucinations, or biliousness with its aches
and pains, is the result.

ENO'S FRUIT SALT

is the approved remedy for driving out disease
germs. Its action is quick and thorough. It
cleans the intestines, rouses the torpid liver to new
life, stimulates the mucous membrane to a healthy
action, and cleanses and invigorates the whole
digestive tract.

It may be safely taken at any time by young
or old.
It is very effective in the early stage of Diarrhoea
by removing the irritating cause.
Be prepared for emergencies by always keeping
a bottle in the house.

J. D. ENO, LTD., FRUIT SALT WORKS, LONDON, ENGLAND.
SOLD BY CHEMISTS AND STORES EVERYWHERE.

INTIMATIONS

MITSU BISHI GOSHI KWAISHA
(MITSU BISHI CO.)

COAL DEPARTMENT.

SOLE PROPRIETORS OF TAKA-
SIMA, OCHI, MUTARE, YO-
SHINOTANI, KISHIDAKE, HOJO,
KANADA, MAMASUTA, SATO,
SHINKEI and KANIYAMADA
Collieries.

AGENTS for SAKITO, & OYUBARI
COALS.

HEAD OFFICE—TOKYO.

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Nagasaki, Moji, Karatsu,
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Kobe, Osaka, Tokyo, Yokohama,
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For Agents for above: IWASAKI,
Cable—A.I. ABC 5th Ed., Western Union.

AGENCIES:

CHINKIANG: Messrs Gearing &
Co.

MANILA: Messrs Macdonald &
Co.

SINGAPORE: Messrs Borneo Co.
Ltd.

For particulars, apply to

K. KATO,

Manager,

No. 1, PADDY STREET,
HONGKONG.

HONGKONG & SOUTH CHINA

STEAMFISHERIES CO., LTD.

NOTICE is hereby given that CERTI-
FICATE No. 275 of the Hongkong
21st March, 1911, for 50 SHARES num-
bered 0596 to 0845 inclusive Registered
in the Name of LAM HON KWAN has
been LOST or STOLEN and should this
Certificate not be produced to the General
Manager before the 14th December, 1912,
a NEW CERTIFICATE for the SHARES
will be issued and the for said Certificate
No. 275 will be thereafter treated by this
Company as Null and Void.

BRADLEY & CO., LTD.

General Managers.

Hongkong, Nov. 22, 1912.

ESTATE OF

THE LATE AUGUSTA L. FULTON.

NOTICE is hereby given that Creditors
are required to send in their
CLAIMS to the AMERICAN Consul at
SHAMEN, CANTON, without delay
and to be further requested that an early
settlement be made of all Monies due to
the above Estate.
Dated at Canton this 14th day of October
1912.

MARY H. FULTON.

Hongkong, Oct. 14, 1912.

FOR THE SUMMER MONTHS.

SPECIALTIES

CORNEO OX TONGUES

CORNEO BEEF

CORNEO PORK

PRESSED BEEF

GERMAN SAUSAGES

These are a few of the delicacies offered
for sale by

THE DAIRY FARM CO., LTD.

ALUABLE

OLD CHINESE PAINTING

The work of a famous painter,
valued 25,000.

Wong wai (王維)

In the Tong Dynasty.

(818 to 905 A.D.)

NOW OFFERED FOR SALE.

APPLY

WONG TAI YAT,

Room No. 24.

Astor House Hotel.

Hongkong, Nov. 15, 1912.

LESSONS IN CHINESE.

MR. L. H. HON YAT, Chinese graduate
in the University of London, has been a teacher
to European officials and merchants in the
Colonies for over ten years.

He has a great method of teaching Chinese
grammar in the Chinese language, and has
composed a first book on Chinese
grammar. He has also a good know-
ledge of Mandarin and Hakka.

Those who have been teaching the Chinese
language in the Colonies, will find this book
of great value. It will save them the trouble
of having to learn the Chinese language
from scratch.

It will also save them the trouble of having
to learn the Chinese language from scratch.

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to learn the Chinese language from scratch.

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to learn the Chinese language from scratch.

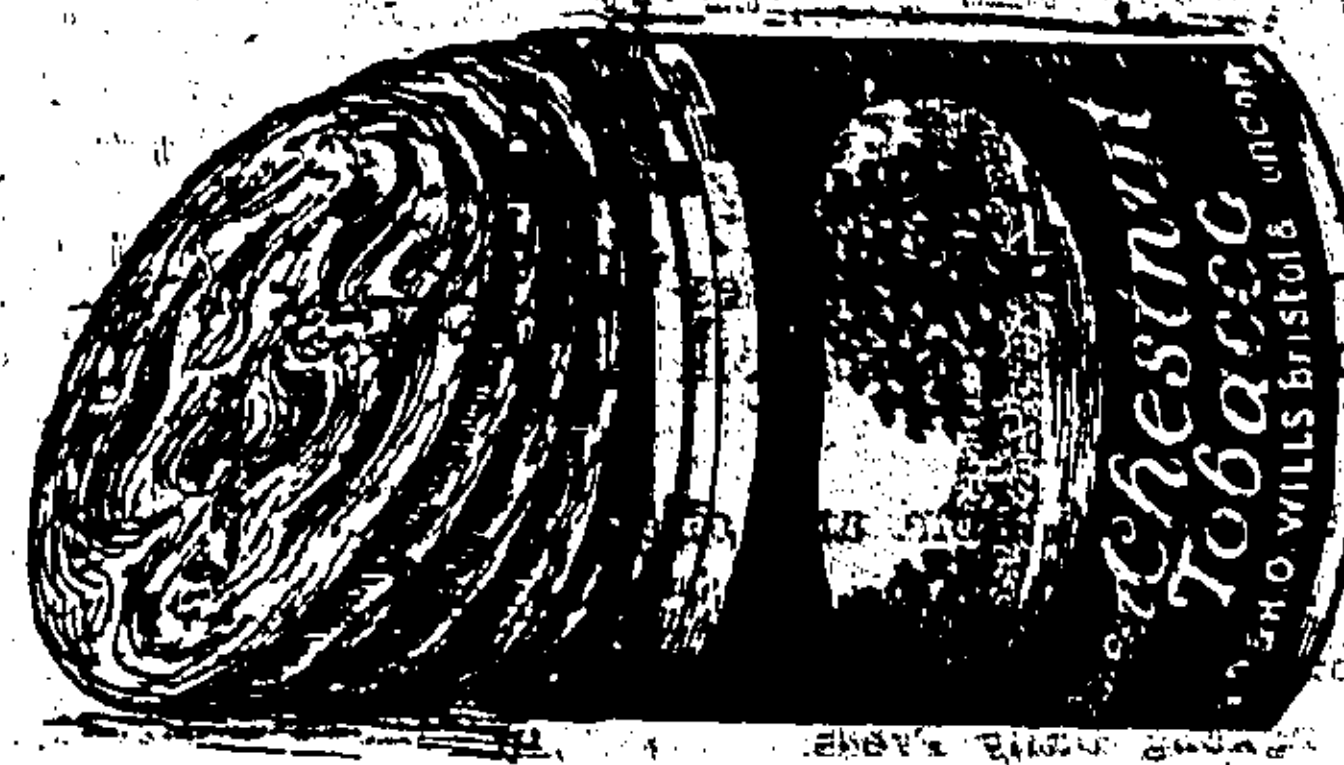
It will also save them the trouble of having
to learn the Chinese language from scratch.

It will also save them the trouble of having
to learn the Chinese language from scratch.

Sweet Chestnut Tobacco

Because of its delicate aroma and
sweetness of flavour Sweet Chestnut
Tobacco assures that pleasing
contentment.

THE CRITERION OF QUALITY.



NEWS FROM HOME

(From Our Own Correspondent.)

London, Oct. 29.

THE P. AND O. OFFICERS.

Of the forty officers of the P. and O.
now in port some thirty have resigned, after
correspondence between the directors and
the Merchant Service Guild. The officers
claiming of course, that their conditions
and prospects are not good enough, es-
pecially at a time when shipping is booming.
Three of the company's liners the Malva,
the Arcadia and the Porpoise are to sail this
week and the company's officials declare
they will sail, even if they have to be
manned by conscripts. The directors
say they improved the conditions as re-
sult of last April, and they have, always
been willing to treat with officers person-
ally, or to consider any complaints made
direct, but they have, and do, set their
face against interference by third parties
such as the Guild. No cover they declare
that they have received no such complaints,
so that if the officers choose to discharge
themselves at the busiest season of the year
the responsibility will be on them, not on
the company.

On the 11th Mr. T. W. Moore, secretary of
the Guild, told an interview. "The only
explanation I can give is that the company
has a remarkably short memory. Six or
seven years ago a memorial to the company
was formed by the Guild, and was signed
by at least eighty per cent of the com-
pany's officers. You can imagine the
difficulty of getting such a petition signed
and the interest throughout the P. and O.
service it would cause."

"Two years later P. and O. instituted
some improvements. But so recently as
this year—on June 30—we addressed
to the general manager of the P. and O.
Company, at the general and earnest
request of their officers, a long petition
in which the circumstances and pay of
officers in the premier British line were
reviewed, and compared disadvantageously,
so far as the pay is concerned, with
the pay of officers in 'ramp' steam-
ships. We showed that it took an officer
from twenty to twenty-five years to reach
a command. That he put in much over-
time and Sunday labour, even in port,
with no additional remuneration what-
ever."

"We showed that in the case of the
chief officers—who take from fifteen to
twenty years to reach such positions—
that their commanding rates of pay are
but one pound per month over the mini-
mum prescribed by the Shipping Federa-
tion as applicable to ordinary 'ramp'
'tramps' and not to liners."

"Compared with lines like the White
Star and the Cunard there are glaring
inequalities in the pay scale for P. and
O. officers. The White Star Line is now
giving its sixth officers £10 per month,
rising to £12 after two years' service.
A second officer gets under the White
Star from £14 to £18 a month, plus an
annual bonus of £25. After eight to ten
years' service in the P. and O. an officer
may reach the seniority of second officer,
when his pay starts at the rate of
£10 per month. The fact is, it is now
difficult to get second officers for 'ramps'
at less than £10 per month. These
things, and much more, including a
schedule of proposed increases in pay and
other improvements, we submitted last
June to the P. and O. Company, and sent
a copy to each director of the company.
We received the following reply: 'Dear
Sir—We have received your letter of
the 8th ultimo, together with another
copy of the same which you were good
enough to transmit to our chairman's
private address. We note your views on
the difficulty of procuring officers for the
Mediterranean Marine, and we are not at
all likely to make any concession with
you on the question as it affects this
company.'

"Mr. Moore added: 'The matter
remains. If the company are held up this
week, there is no help for it. We are
prepared to meet the company, but so
long as the company insist on their present
policy, we will not come. We are not
going to hold up the company, but we
are going to make it clear that we are
not going to be held up by the company.'

"The company's officials declare
they will sail, even if they have to be
manned by conscripts. The directors
say they improved the conditions as re-
sult of last April, and they have, always
been willing to treat with officers person-
ally, or to consider any complaints made
direct, but they have, and do, set their
face against interference by third parties
such as the Guild. No cover they declare
that they have received no such complaints,
so that if the officers choose to discharge
themselves at the busiest season of the year
the responsibility will be on them, not on
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former days to have charmed the heart
of King Manuel of Portugal, is proving
a fine advertisement to the Palace. I
personally do not think the fair lady can
either sing or dance, but she can skate
perilously near the risky, and I did not
wonder that Pucitan pines for a little
on edge when my reason's optics were
made to blink. Gaby however is happy,
for she is getting £500 a week for her
Gaby glide and the dressing room scene
which shows her in the act of powdering
her legs. It was really the powder that
the clergy ran away from. Even if the
Lord Chamberlain does ban Gaby she
will be scarce, for New York will take
her once more and imagine they are being
entertained by the most charmed of
Royal dandies. Her rise to fame has
been phenomenal. Only seven years ago
she was getting a paltry £15 a week in
"The New Alladin" at the Gaiety. But
she owes most of her drawing power to-
day to other things than theatrical art.
She is flaring, it is true, but her reputa-
tion really rests on her international
notoriety, or fame, whichever you like
to call it. She is reputed to have finan-
cial measurements for most things, and
an interviewer the other day makes her
remark: "If a man wants me to go out
with him to dinner, I charge him from
£20 to £100. Why should I not? He
wants to say 'I have dined with Gaby
Lalys' and to get whatever reclamation
may come from that."

MR. CHURCHILL AS AN AIRMAN.

Mr. Winston Churchill, First Lord
of the Admiralty, recently made three aerial
ascensions—on a Short aeroplane, on a
naval biplane, and the third in the
airship Astra Torus.

In the morning he landed from the
Admiralty yacht Enchantress, at Sheer-
ness Dockyard, and witnessed flights by
aeroplanes. Then he flew with Com-
mander Hanson in a Short aeroplane
across Sheppey and Shoeburys Harbour
to the Isle of Grain air station.

On landing he visited the Hermes, the
parent ship of the Naval Air Service,
afterwards ascending in a naval aeroplane
and flying over the Harbour.

The machine rounded the Enchantress
and alighted alongside, and spectators on
land were able to see Mr. Churchill board
the Enchantress from the aeroplane.

The third flight was taken by Mr.
Churchill from the naval station at the
Isle of Grain, where the Astra Torus
had anchored after travelling across from
Farnborough.

During her flight with the First Lord
the ship behaved splendidly. In fact, her
whole trip was a marked success. She
covered the outward journey in an hour
and fifty minutes, and made the return
voyage to Farnborough in twenty-five
minutes better time.

DEATH IN THE WITNESS BOX.

Mr. John Tolls, manager of a New-
castle hotel, was taking the oath as a
witness in a county court case there
recently when he collapsed and died.

He was sitting in the witness box when
he collapsed and died.

He was sitting in the witness box when
he collapsed and died.

He was sitting in the witness box when
he collapsed and died.

INTIMATIONS

**EVERY BEETLE
EVERY BUG**
is killed
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come into thorough contact
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Sold in Time only.
The unrivalled way to
kill "beetles," "bugs" and all
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OPENING OF ST. ANDREW'S
CHURCH HALL,
Kowloon.

H.E. Mr. CLAUD SEYMOUR, The Offi-
cial Architect of the "Go-
THERMUR," will OPEN the Building on
THURSDAY, November 27th at 5 p.m.
All who are interested are cordially
invited to be present.
Hongkong, Nov. 24, 1912. 1443

NOTICE
FROM the 25th inst., the Office of the
The "KEATING'S" and "KEATING'S"
LENE Co. (S.O.A.E.O.) will be removed
to No. 4 Queen's Building, 3rd Floor.
Telephone 1033 F. PERNAUT,
Manager.
Hongkong, Nov. 24, 1912. 1443

NOTICE
FROM the 25th inst., the Office of the
The "KEATING'S" and "KEATING'S"
LENE Co. (S.O.A.E.O.) will be removed
to No. 4 Queen's Building,

Order before you leave, so that you may receive it while at home.
Price \$14 per annum, including postage. THE CHINA MAIL, Ltd., Wyndham Street.

Lord Cress, Secretary for India, taking leave recently of a number of officers who have been appointed to posts in India, told a good story of a subaltern who went alone on a hunting expedition, away into the wilds of the Malabar coast, and was attacked fever in the jungle, where he died.

NOTICES TO CONSIGNEES

• BEN LINE OF STEAMERS

FROM ANTWERP, MIDDLESBROUGH
LONDON AND STRAIT.

Wharfedale Wharf, & Godwin & Co., Limited
Wharfedale, whence and/or from the wharfedale

Goods have left the Godoxna, and goods remaining undelivered after 10 days prox. will be subject to rent. All claims against the contractor must be made within 10 days prox.

sented to the Undersecretary
 9th prom., or they will not be
 all problems stated, and I am
 to be led in the Godown, where
 will be examined on the spot
 A.M.
 No Fire Insurance has been effected
 Bills of Lading will be counter-
 GIBB, LIVINGSTON & CO.
 Agents
 Hongkong, Nov. 25, 1930.

NOTICE TO CONSIGNEES.
 FROM CALCUTTA, PENANG AND
 SINGAPORE.

THE Steamship Co. - your having an
from the above Ports, Co-
Cargo are hereby informed
their Goods will be delivered from a

Cargo impeding the discharge will be landed at once at Consignee's risk and expense.

Cargo remaining on board after the 26th Inst., will be landed at Consignee's risk and expense.

No Fire Insurance will be taken.

Bills of Lading will be countersigned by the Undersigned.

DAVID SASSOON & Co.,
Agents.
Hongkong Nov. 25, 1913.

SHIRE LINE OF STEAM
LIMITED.

Cargo remaining on board the ship, will be landed at

"NOTICE TO SHIPBROKERS."
 "No Fire Insurance will be issued."
 "Bills of Lading will be countersigned."
 "The Underwriter."
 "DAVID SASSOON & Co.,
 Agents."
 "HONGKONG Nov. 25, 1912."
 "SHIPS' LINE OF STEAM-
 "ERS."
 "LIMITED."
 "NOTICE TO CONSIGNEES."
 "FROM EUROPE, AFRICA,
 "AND THE STRAITS."
 "THE S. S. Dew of Airlie having a
 "large by her are hereby informed
 "that goods awaiting shipment to their
 "ships will be received by the
 "of the Hongkong & Kowloon W.
 "Godown Co., Ltd., whence and to
 "the vessels, delivery may be obtained
 "at the usual rates."

at 2 p.m. will be subject to a full and complete physical examination. If broken, chafed and damaged areas are to be left in the Goddard Laboratory and they will be examined on the following day at 9.00 A.M. Claims against the Government must be presented within 10 days of the examination. If not presented within this time, they will not be recognized.

BULLS of Lading will be considerably
JARDINE MATHESON & Co

Hongkong, Nov. 24, 1918
 TOYO KISEN KAISHA
 S.S. "HONGKONG MARU"
 FROM SAN FRANCISCO
 HONOLULU, JAPAN PORT
 SHANGHAI
 The above named vessel
 is carrying passengers and
 is expected to arrive at
 San Francisco on or about
 December 1st, 1918.
 No Fire Insurance is being
 effected.
 No claims will be recognized
 for goods lost or damaged.
 Goods have left the Company's
 warehouse for shipment on
 December 19, 1918, and will
 be shipped on the above named
 vessel.
 All claims and demands must
 be left in the Company's hands
 and will be held on account
 until the vessel arrives at
 San Francisco.
 All claims must be made on or
 before December 31, 1918, and
 will not be recognized.
 S. MORI

Hongkong, Nov. 21, 1944

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1. **General Information**
 2. **Project Description**
 3. **Objectives**
 4. **Methodology**
 5. **Results**
 6. **Conclusion**
 7. **References**
 8. **Appendices**
 9. **Tables**
 10. **Figures**
 11. **Summary**
 12. **Abstract**
 13. **Introduction**
 14. **Background**
 15. **Statement of the Problem**
 16. **Significance of the Study**
 17. **Scope of the Study**
 18. **Limitations of the Study**
 19. **Organization of the Study**
 20. **Conclusion**
 21. **References**
 22. **Appendices**
 23. **Tables**
 24. **Figures**
 25. **Summary**
 26. **Abstract**
 27. **Introduction**
 28. **Background**
 29. **Statement of the Problem**
 30. **Significance of the Study**
 31. **Scope of the Study**
 32. **Limitations of the Study**
 33. **Organization of the Study**
 34. **Conclusion**
 35. **References**
 36. **Appendices**
 37. **Tables**
 38. **Figures**
 39. **Summary**
 40. **Abstract**
 41. **Introduction**
 42. **Background**
 43. **Statement of the Problem**
 44. **Significance of the Study**
 45. **Scope of the Study**
 46. **Limitations of the Study**
 47. **Organization of the Study**
 48. **Conclusion**
 49. **References**
 50. **Appendices**
 51. **Tables**
 52. **Figures**
 53. **Summary**
 54. **Abstract**
 55. **Introduction**
 56. **Background**
 57. **Statement of the Problem**
 58. **Significance of the Study**
 59. **Scope of the Study**
 60. **Limitations of the Study**
 61. **Organization of the Study**
 62. **Conclusion**
 63. **References**
 64. **Appendices**
 65. **Tables**
 66. **Figures**
 67. **Summary**
 68. **Abstract**
 69. **Introduction**
 70. **Background**
 71. **Statement of the Problem**
 72. **Significance of the Study**
 73. **Scope of the Study**
 74. **Limitations of the Study**
 75. **Organization of the Study**
 76. **Conclusion**
 77. **References**
 78. **Appendices**
 79. **Tables**
 80. **Figures**
 81. **Summary**
 82. **Abstract**
 83. **Introduction**
 84. **Background**
 85. **Statement of the Problem**
 86. **Significance of the Study**
 87. **Scope of the Study**
 88. **Limitations of the Study**
 89. **Organization of the Study**
 90. **Conclusion**
 91. **References**
 92. **Appendices**
 93. **Tables**
 94. **Figures**
 95. **Summary**
 96. **Abstract**
 97. **Introduction**
 98. **Background**
 99. **Statement of the Problem**
 100. **Significance of the Study**
 101. **Scope of the Study**
 102. **Limitations of the Study**
 103. **Organization of the Study**
 104. **Conclusion**
 105. **References**
 106. **Appendices**
 107. **Tables**
 108. **Figures**
 109. **Summary**
 110. **Abstract**
 111. **Introduction**
 112. **Background**
 113. **Statement of the Problem**
 114. **Significance of the Study**
 115. **Scope of the Study**
 116. **Limitations of the Study**
 117. **Organization of the Study**
 118. **Conclusion**
 119. **References**
 120. **Appendices**
 121. **Tables**
 122. **Figures**
 123. **Summary**
 124. **Abstract**
 125. **Introduction**
 126. **Background**
 127. **Statement of the Problem**
 128. **Significance of the Study**
 129. **Scope of the Study**
 130. **Limitations of the Study**
 131. **Organization of the Study**
 132. **Conclusion**
 133. **References**
 134. **Appendices**
 135. **Tables**
 136. **Figures**
 137. **Summary**
 138. **Abstract**
 139. **Introduction**
 140. **Background**
 141. **Statement of the Problem**
 142. **Significance of the Study**
 143. **Scope of the Study**
 144. **Limitations of the Study**
 145. **Organization of the Study**
 146. **Conclusion**
 147. **References**
 148. **Appendices**
 149. **Tables**
 150. **Figures**
 151. **Summary**
 152. **Abstract**
 153. **Introduction**
 154. **Background**
 155. **Statement of the Problem**
 156. **Significance of the Study**
 157. **Scope of the Study**
 158. **Limitations of the Study**
 159. **Organization of the Study**
 160. **Conclusion**
 161. **References**
 162. **Appendices**
 163. **Tables**
 164. **Figures**
 165. **Summary**
 166. **Abstract**
 167. **Introduction**
 168. **Background**
 169. **Statement of the Problem**
 170. **Significance of the Study**
 171. **Scope of the Study**
 172. **Limitations of the Study**
 173. **Organization of the Study**
 174. **Conclusion**
 175. **References**
 176. **Appendices**
 177. **Tables**
 178. **Figures**
 179. **Summary**
 180. **Abstract**
 181. **Introduction**
 182. **Background**
 183. **Statement of the Problem**
 184. **Significance of the Study**
 185. **Scope of the Study**
 186. **Limitations of the Study**
 187. **Organization of the Study**
 188. **Conclusion**
 189. **References**
 190. **Appendices**
 191. **Tables**
 192. **Figures**
 193. **Summary**
 194. **Abstract**
 195. **Introduction**
 196. **Background**
 197. **Statement of the Problem**
 198. **Significance of the Study**
 199. **Scope of the Study**
 200. **Limitations of the Study**
 201. **Organization of the Study**
 202. **Conclusion**
 203. **References**
 204. **Appendices**
 205. **Tables**
 206. **Figures**
 207. **Summary**
 208. **Abstract**
 209. **Introduction**
 210. **Background**
 211. **Statement of the Problem**
 212. **Significance of the Study**
 213. **Scope of the Study**
 214. **Limitations of the Study**
 215. **Organization of the Study**
 216. **Conclusion**
 217. **References**
 218. **Appendices**
 219. **Tables**
 220. **Figures**
 221. **Summary**
 222. **Abstract**
 223. **Introduction**
 224. **Background**
 225. **Statement of the Problem**
 226. **Significance of the Study**
 227. **Scope of the Study**
 228. **Limitations of the Study**
 229. **Organization of the Study**
 230. **Conclusion**
 231. **References**
 232. **Appendices**
 233. **Tables**
 234. **Figures**
 235. **Summary**
 236. **Abstract**
 237. **Introduction**
 238. **Background**
 239. **Statement of the Problem**
 240. **Significance of the Study**
 241. **Scope of the Study**
 242. **Limitations of the Study**
 243

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CONCLUSIONS

Figure 1

Flowchart illustrating the selection process for the study.

The flowchart shows the progression from initial identification to final sample size:

- Initial pool: 60 studies identified through database searches.
- Exclusions:
 - 17 studies excluded due to lack of full-text availability.
 - 19 studies excluded as they did not report the effect size.
- Included studies: 24 studies included after screening titles and abstracts.
- Final sample size: 24 studies included in the meta-analysis.

 A black and white photograph showing a dense crowd of people, mostly men, gathered for a protest or demonstration. Many individuals are wearing hats, and the scene appears to be outdoors with a large gathering.

A large crowd of people gathered for a protest or demonstration.

Typical

Journal of Management Studies, 19(6), 701-718.

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Public Safety **Law Enforcement**
Border Security **Immigration** **Customs**
Trade Agreements **International Relations**
Diplomacy **Globalization** **Human Rights**
Peacekeeping **Conflict Resolution** **Humanitarian Aid**
Development Assistance **Foreign Aid**
International Organizations **Non-Governmental Organizations**
Think Tanks **Research Institutes** **Academic Institutions**
Universities **Colleges** **Research Centers**
Government Departments **Agencies** **Regulatory Bodies**
Legislative Branch **Executive Branch** **Judicial Branch**
Supreme Court **Lower Courts** **Administrative Courts**
Constitution **Legal System** **Lawyer**
Prosecutor **Defense Attorney** **Public Defender**
Police Officer **Firefighter** **Emergency Medical Technician**
Paramedic **Nurse** **Physician**
Surgeon **Specialist** **General Practitioner**
Pharmacist **Medical Assistant** **Healthcare Worker**
Research Scientist **Engineer** **Architect**
Designer **Artist** **Writer**
Journalist **Editor** **Publisher**
Media Company **Advertising Agency** **Public Relations Firm**
Consulting Firm **Software Development Company**
Cloud Service Provider **Artificial Intelligence Company**
Big Data Analytics Company **Machine Learning Company**
Cybersecurity Firm **Internet of Things Company**
Virtual Reality Company **Augmented Reality Company**
Robotics Company **3D Printing Company**
Space Exploration Agency **Renewable Energy Company**
Sustainable Development Company **Urban Planning Firm**
Smart City Solutions Provider **Transportation Infrastructure Firm**
Water Management Firm **Waste Management Firm**
Disaster Preparedness Firm **Emergency Response Firm**
Public Safety Firm **Law Enforcement Agency**
Border Security Agency **Immigration Agency**
Customs Agency **Trade Agreement Negotiator**
International Relations Specialist **Diplomat**
Human Rights Advocate **Peacekeeping Force**
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CONCLUSIONS

[illegible]

A black and white photograph showing a large, dense crowd of people, likely at a protest or demonstration. The people are standing close together, and some are holding up signs or banners, though the details are not clearly visible. The scene is outdoors, and the overall atmosphere suggests a significant public gathering.

Typical

Journal of Management Studies, 19(1), 67-80.

BECK & CO.,

BREMEN,

KAISER BREWERY.

BECK'S
BEER

Key Brand

\$16.00 per case

- OF -

6 dozen vints.

- OR -

4 dozen Quarts.

HONGKONG AGENTS:

MacEwen, Frickel
& Co.

HOWARD WATCHES.

THE AMERICAN WATCH OF FINEST QUALITY & HIGH PRECISION.

ADJUSTED FOR TEMPERATURE AND POSITIONS.

THE PRICE OF THE HOWARD WATCH IS FIXED AT THE FACTORY.

WRITE OR SEND FOR CATALOGUE TO

THE SOLE AGENTS:

Chs. J. GAUPP & Co.,
ALEXANDRA BUILDINGS, CHATER ROAD.

To-day's Advertisements

Do Not Miss
The Christmas Number!

"IT"

WILL CONTAIN:-

SHORT STORIES
SPECIAL ARTICLES
ILLUSTRATIONS

AND WILL BE CLOTHED IN

HOLIDAY GARB.

OUT DECEMBER 15th.

"Prompt."

Hongkong, Nov. 26, 1913. 1455

PUBLIC ACOTION.

THE Undersigned have received instructions to sell by Public Auction, (FOR ACCOUNT OF THE CONCERNED),

MONDAY,

the 1st December, 1913, at 11.00 a.m.

at their Sales Rooms, No. 8,

Des Voeux Road, Corner of

the House Street,

A QUANTITY OF

HOUSEHOLD FURNITURE,

Removed to Sale Rooms for Convenience

of Sale.

Also

A number of

INDIAN CARPETS and RUGS New.

TERMS:—as usual.

HUGHES & HOUGH,

Auctioneers.

Hongkong, Nov. 26, 1913. 1456

ROYAL OBSERVATORY

HONGKONG DAILY WEATHER

REPORT.

NOVEMBER 26, 1913.—a.m.

Station.

Hour.

Barometer

at Sea Level.

Temperature.

Humidity.

Direction.

Force.

Weather.

Wind.

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